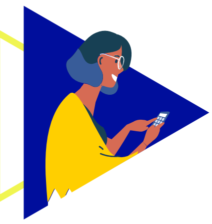
Employee Shareplan

from 24 November to 5 December 2025

What are the terms and conditions of the offer?

1 You invest your global incentive plan 2025
You can acquire OVHcloud Shares through the OVHcloud Shares corporate mutual fund (Fonds Commun de Placement d'Entreprise, or FCPE), using only the funds you receive under the global incentive plan.

2 You receive an employer contribution
OVHcloud supplements your investment with an employer's contribution calculated from the amount you invest* in the FCPE.

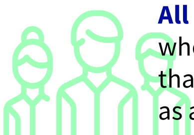


Amount of your global incentive plan that you want to invest	Your employer's gross contribution
Between €0 to €500	**100%**
Between €500 to €1,000	**75%**
Between €1,000 to €2,000	**50%**

3 You become an indirect shareholder and can receive any dividends, which will be reinvested in the OVHcloud Shares FCPE.

The number of shares that will be allocated to you in the OVHcloud Shares FCPE will be known at the end of the operation and depends on the amount you invest, the employer contribution and the net share value of the OVHcloud Shares FCPE on 15 January 2026.

Who can subscribe?



All employees in the global incentive plan for FY25, i.e. employees who have continuously or intermittently worked for the group for more than three months as at 31 August 2025, provided that they are still employed as at 1st January 2026.

*You will be subject to income tax and social charges on these amounts in accordance with local standards.
Please refer to your tax notice for more details.

Advantages & Disadvantages

- Employer contribution supplementing your investment
- Management fees borne by OVHcloud
- Any dividends reinvested

- Assets are locked in for 5 years i.e. until 15 January 2031
- Risk of capital loss if the OVHcloud share value falls

What happens after you invest?

Your shares are locked in for 5 years…

You hold units in the OVHcloud Shares corporate mutual fund (FCPE), which will itself hold the OVHcloud Shares.
You are therefore an **indirect OVHcloud shareholder**.

…unless they are released early

The regulations specify cases in which your assets can be released within 5 years as for any investment under the International Group Savings Plan (PEGI).

The list of early release situations and details of how to ask for your assets to be released are available on the information website.

What can you do once the lock-in period ends?

Your assets become available and you can choose to either:

Keep your assets in the FCPE for as long as you want.

Ask for some or all of your assets to be redeemed.

You have until 5 December 2025, 11:59 p.m. CET, to choose to allocate the funds due to you under the global incentive plan to the offer.

If you do not wish to invest all of your global incentive plan in the OVHcloud Shares FCPE, you also have the option of receiving the balance in your bank account, in CA$, and/or to direct it to the Registered Retirement Savings Plan (RRSP) established with Manuvie (subject to membership). In both cases you will not receive the employer contribution.

The amount will be converted into local currency according to the exchange rate determined on 6 January 2026.

After 5 December 2025, 11:59 p.m. CET, if you have not stated your choice, you will receive the funds due to you under the global incentive plan in full in your January 2026 pay, without the employer contribution and net of deductions.

From 24 November to 5 December 2025

Stay tuned for more information on esp.ovhcloud.com

OVHcloud

CANADA